General Assembly

Distr.: General
7 March 2005

Fifty-ninth session
Agenda item 115

Resolution adopted by the General Assembly

[*on the report of the Fifth Committee (A/59/646)*]

59/267. Reports of the Joint Inspection Unit

The General Assembly,

Reaffirming its previous resolutions on the Joint Inspection Unit, in particular resolutions 31/192 of 22 December 1976, 50/233 of 7 June 1996, 54/16 of 29 October 1999, 55/230 of 23 December 2000, 56/245 of 24 December 2001, 57/284 A and B of 20 December 2002 and 58/286 of 8 April 2004,

Having considered the report of the Joint Inspection Unit for 2003,[1] the note by the Secretary-General transmitting the programme of work of the Joint Inspection Unit for 2004 [2] and the report of the Secretary-General on the implementation of the recommendations of the Joint Inspection Unit,[3]

Noting with appreciation the recent adoption by the Joint Inspection Unit of internal working procedures and mechanisms to complement its standards and guidelines, which are aimed at improving the quality and impact of the Unit's activities,

Recognizing that in order for the Unit to further improve its effectiveness, the provisions of the statute of the Unit should be fully implemented,

1. *Takes note with appreciation* of the report of the Joint Inspection Unit for 2003;[1]

2. *Takes note* of the note by the Secretary-General transmitting the programme of work of the Unit for 2004;[2]

3. *Also takes note* of the report of the Secretary-General on the implementation of the recommendations of the Unit;[3]

4. *Decides* to discontinue the requirement for the report of the Secretary-General on the implementation of the recommendations of the Unit;

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[1] *Official Records of the General Assembly, Fifty-ninth Session, Supplement No. 34* (A/59/34).

[2] A/59/75.

[3] A/59/349.

5. *Considers* that the implementation in full of the provisions of the statute of the Unit should contribute to the enhancement of its role and an increase in the effectiveness of its activities;

6. *Urges* Member States requested to propose candidates for membership in the Unit to strictly adhere to the qualifications and experience outlined in article 2, paragraph 1, of the statute;

7. *Stresses* the importance of ensuring that candidates have experience in at least one of the fields illustrated as follows: oversight, audit, inspection, investigation, evaluation, finance, project evaluation, programme evaluation, human resources management, management, public administration, monitoring and/or programme performance, as well as knowledge of the United Nations system and its role in international relations;

8. *Invites* the President of the General Assembly to ensure the full implementation of the procedures and mechanisms for reviewing the qualifications of proposed candidates as outlined in article 3, paragraph 2, of the statute of the Unit, including through joint consultations with the President of the Economic and Social Council and the Chairman of the United Nations System Chief Executives Board for Coordination,[4] as well as drawing, as appropriate, on relevant expertise from expert and intergovernmental bodies concerned with budgetary and human resources matters, and with consultations with the States concerned, after which the President of the Assembly submits the list of such candidates to the Assembly for appointment;

9. *Also invites* the President of the General Assembly to review the procedures followed by the Assembly for the appointment of inspectors, with a view to enhancing the efficiency of the application of article 3, paragraph 2, of the statute, bearing in mind the procedures followed for the selection of members of other expert bodies and to report to the Assembly at the first part of its resumed sixtieth session for its decision, as appropriate;

10. *Reaffirms* article 11, paragraph 2, of the statute of the Unit, and requests that the Unit, as a whole, also take responsibility in the exercise of its collective wisdom with regard to all its reports, notes and recommendations, in order to improve the effectiveness of the Unit;

11. *Re-emphasizes* paragraph 9 of its resolution 56/245;

12. *Decides* that the Unit shall perform its functions and responsibilities strictly in accordance with the provisions of its statute;

13. *Also decides* that the programme of work of the Unit shall be collectively approved, providing the rationale for choice as well as the relevance of the envisaged outcome to improving management and methods and promoting greater coordination between organizations;

14. *Affirms* that, in the implementation of article 18 of the statute of the Unit, the Chair shall be responsible for overseeing the Unit's programme of work, including, in the event of disagreement, the division of assignments, and for enforcing the internal working procedures of the Unit to ensure, through collective responsibility, the quality of its reports;

[4] Formerly known as the Administrative Committee on Coordination.

15. *Welcomes* the peer review system established by the Unit, and decides that if, in the opinion of the majority of the inspectors, the report in question does not meet the established quality standards, the Chair shall reflect such views and the reasons therefor in the introduction to the report;

16. *Emphasizes* the desirability of continuity in the term of office of the Chair and Vice-Chair, and calls upon the Unit to bear this in mind in implementing article 18 of the statute, so as to re-elect the Chairman and the Vice-Chairman for overlapping terms, thereby balancing the need for institutional memory and reasonable rotation;

17. *Also emphasizes* the need to assess resource management from a system-wide perspective, including the contribution of, and coordination between, organizations;

18. *Decides* that the Unit shall mainly focus on identifying means to improve management and to ensure that optimum use is made of available resources, as stipulated in article 5, paragraphs 1 to 3, of the statute, and to this end the Unit will set out management criteria and methods for assessment of management performance and effectiveness relevant to participating organizations;

19. *Also decides* that the Unit shall include, in its annual reports, information on implementation and the results achieved by organizations in respect of their follow-up to the recommendations of the Unit, as endorsed by their legislative bodies, and the arrangements put in place by participating organizations for reporting thereon;

20. *Further decides* that the Unit, as part of its focus on management issues, should assess the development and application in participating organizations of the principle of accountability in its relevant reports;

21. *Decides* that the Unit shall undertake inspections with a sharp focus on the areas stipulated in article 5, paragraphs 1 to 3, of the statute, bearing in mind paragraphs 18 and 20 above;

22. *Invites* the Committee for Programme and Coordination, in performing its programmatic, coordination, monitoring and evaluation functions, as contained in its mandate, to consider relevant reports of the Unit;

23. *Requests* the Secretary-General to ensure that the staff recruited according to article 19 of the statute fully meet the qualifications and have proven experience in specific areas required to assist the Unit in the fulfilment of its functions, namely, inspection, investigation and evaluation;

24. *Reaffirms* that the working languages of the General Assembly are those of the Unit, in application of article 51 of the rules of procedure of the Assembly, and also reaffirms that the working languages of the Secretariat of the United Nations are those of the secretariat of the Unit, in application of Assembly resolution 2 (I) of 1 February 1946;

25. *Decides* to continue providing translation in all official languages for the reports of the Unit and also to provide interpretation, as necessary, within existing resources;

26. *Reaffirms its request* to the Secretariat and all participating organizations to facilitate the work of the Unit, including, in particular, through offering full access to all relevant information, as required by the Unit;

27. *Also reaffirms its request* to the executive heads of the participating organizations that have not yet done so to take the steps necessary to facilitate the consideration of and action on the system of follow-up to the reports of the Unit, and invites the legislative organs concerned to consider the system and take action in that regard;

28. *Emphasizes* the need to ensure respect for the separate and distinct roles and functions of external and internal oversight mechanisms and also to strengthen the external oversight mechanisms;

29. *Decides* to consider the implementation of the provisions of the present resolution, which are aimed at increasing the effectiveness of the Unit, at its sixty-first session.

76th plenary meeting
23 December 2004

United Nations A/RES/59/268

General Assembly

Distr.: General
9 February 2005

Fifty-ninth session
Agenda item 116

Resolution adopted by the General Assembly

[*on the report of the Fifth Committee (A/59/647)*]

59/268. United Nations common system: report of the International Civil Service Commission

The General Assembly,

Recalling its resolutions 51/216 of 18 December 1996, 52/216 of 22 December 1997, 53/209 of 18 December 1998, 55/223 of 23 December 2000, 56/244 of 24 December 2001, 57/285 of 20 December 2002 and 58/251 of 23 December 2003,

Having considered the report of the International Civil Service Commission for 2004,[1] the note by the Secretariat submitting the report of the Panel on the Strengthening of the International Civil Service[2] and the note by the Secretary-General on the findings and recommendations of the Panel,[3]

Reaffirming its commitment to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system,

Convinced that the common system constitutes the best instrument through which to secure staff with the highest standards of efficiency, competence and integrity for the international civil service, as stipulated in the Charter of the United Nations,

Reaffirming the statute of the Commission and the central role of the Commission and the General Assembly in the regulation and coordination of the conditions of service of the United Nations common system,

Takes note of the report of the International Civil Service Commission for 2004;[1]

[1] *Official Records of the General Assembly, Fifty-ninth Session, Supplement No. 30* (A/59/30), vols. I and II.

[2] A/59/153.

[3] A/59/399.

I

Conditions of service applicable to both categories of staff

A. Review of the pay and benefits system

1. *Notes* the information provided on the pilot study on broad banding and pay-for-performance;[4]

2. *Also notes* that if all three models of the pay-for-performance system were not tested, this could diminish the value of the pilot project and requests the Commission to keep this in mind in its further consideration of the issue, and encourages volunteering organizations to test all three models;

3. *Recognizes* that an effective and credible performance appraisal system is the key for the possible introduction of a pay-for-performance system, and requests the Commission to ensure that the performance appraisal systems in volunteer organizations are developed, in full consultation with staff members, and are clear, effective and credible for all the parties concerned, including Member States;

4. *Looks forward* to receiving from the Commission annual updates on the pilot studies on broad banding and pay-for-performance;

5. *Decides* that no new strategy or pilot project in broad banding or pay-for-performance should be undertaken until the General Assembly has had an opportunity to review the results of the pilot study on broad banding and pay-for-performance being conducted by the Commission;

6. *Requests* the Commission to report on the contemporary rationale for separate salary scales for single staff and those with dependants in the context of its report on pay and benefits review;

B. Contractual arrangements

Recalling section I.A, paragraph 4, of its resolution 57/285 of 20 December 2002,

Notes the intention of the Commission to submit to the General Assembly at its sixtieth session a final report on contractual arrangements;

C. Mobility and hardship allowance

Recalling section VI of its resolution 51/216 of 18 December 1996, section I.C of its resolution 55/223 of 23 December 2000, and section II.A, paragraph 7, of its resolution 57/285 of 20 December 2002,

1. *Recognizes* the work undertaken by the Commission in reviewing the current mobility and hardship scheme in the context of the pay and benefits review;

2. *Takes note* of the decision taken by the Commission in paragraph 137 of its annual report;[4]

[4] See *Official Records of the General Assembly, Fifty-ninth Session, Supplement No. 30* (A/59/30), vol. I.

D. Hazard pay

Recalling sections I.D of its resolutions 57/285 of 20 December 2002 and 58/251 of 23 December 2003,

Takes note of the decision of the Commission contained in paragraph 147 of its annual report;[4]

E. Review of the level of the education grant

Recalling section IV of its resolution 51/216 of 18 December 1996, section III.A of its resolution 52/216 of 22 December 1997 and section I.E of its resolution 57/285 of 20 December 2002,

1. *Approves* the increases in the maximum reimbursement levels for fifteen countries, as well as other recommendations in respect of the reimbursement of expenses under the education grant, as recommended by the Commission in paragraphs 166 (*a*) to (*f*) of its annual report;[4]

2. *Reiterates its request* to the organizations of the common system to bring the matter of the payment of the education grant to staff members living in their own countries to the attention of their governing bodies, with a view to harmonizing the staff rules and regulations along the lines of those of the United Nations, and invites governing bodies to take the relevant actions;

3. *Requests* the Commission to inform the General Assembly at its sixtieth session as to the practices of other relevant civil services and international organizations concerning the provision of education grants;

F. Review of pensionable remuneration

Recalling section II, paragraph 6, of its resolution 51/217 of 18 December 1996,

Takes note of the decision of the Commission contained in paragraph 181 of its annual report;[4]

G. Review of allowances

1. *Requests* the Commission, in reviewing and modernizing the system of grants and allowances, to attach priority to enhancing transparency and administrative simplicity;

2. *Also requests* the Commission to inform the General Assembly at its sixtieth session on which entities it uses as comparators for the determination of entitlements such as leave and allowances, and to advise the Assembly on the merits and disadvantages of applying as a point of departure the practices of the civil service of the country used as comparator for salary purposes;

H. Common scale of staff assessment

Recalling its resolution 51/216 of 18 December 1996,

Takes note of the decision of the Commission contained in paragraph 188 of its annual report;[4]

I. Paternity leave

Takes note of the decision contained in paragraph 211 of the annual report of the Commission,[4] and confirms its recommendations to have paternity leave implemented throughout the common system within the parameters set forth in the report;

II

Conditions of service of staff in the Professional and higher categories

A. Examination of the Noblemaire principle and its application

Recalling its resolution 44/198 of 21 December 1989 and other relevant resolutions,

1. *Reaffirms* the continuing application of the Noblemaire principle;

2. *Also reaffirms* the need to continue to ensure the competitiveness of the conditions of service of the United Nations common system;

3. *Takes note* of the decision of the Commission contained in paragraph 273 of its annual report;[4]

B. Grade equivalencies between the United States federal civil service and the United Nations common system

Recalling section I.A of its resolution 50/208 of 23 December 1995, section II.B of its resolution 55/223 of 23 December 2000, and section I.A, paragraph 7, of its resolution 57/285 of 20 December 2002,

1. *Takes note* of the decision of the Commission contained in paragraph 276 of its annual report;[4]

2. *Requests* the Commission to include the review of grade equivalency in the study to determine the highest paid civil service on its work programme for 2005–2006;

C. Evolution of the margin

Recalling section I.B of its resolution 51/216 of 18 December 1996 and the standing mandate from the General Assembly, in which the Commission is requested to continue its review of the relationship between the net remuneration of the United Nations staff in the Professional and higher categories in New York and that of the comparator civil service (the United States federal civil service) employees in comparable positions in Washington, D.C. (referred to as "the margin"),

1. *Notes* that the margin between net remuneration of the United Nations staff in grades P-1 to D-2 in New York and that of officials in comparable positions in the United States federal civil service in Washington, D.C. for the period from 1 January to 31 December 2004 is 110.3, as shown in annex V to the annual report of the Commission;[4]

2. *Reaffirms* that the range of 110 to 120 for the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and the officials in comparable positions in the comparator civil service should continue to apply, on the understanding that the margin would be maintained at a level around the desirable midpoint of 115 over a period of time;

D. Base/floor salary scale

Recalling its resolution 44/198 of 21 December 1989, by which it established a floor net salary level for staff in the Professional and higher categories by reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service (the United States federal civil service),

Approves, with effect from 1 January 2005, as recommended by the Commission, the revised base scale of gross and net salaries for staff in the Professional and higher categories, as contained in annex VI to the annual report of the Commission;[4]

E. Review of the level of children's and secondary dependants' allowances

Recalling section II.F of its resolution 47/216 of 23 December 1992,

Approves the recommendations of the Commission contained in paragraph 244 of its annual report;[4]

III

A. Senior Management Service

Recalling section I.A, paragraphs 5 and 6, of its resolution 57/285 of 20 December 2002,

1. *Recalls* that, in section I.A, paragraph 5, of its resolution 57/285 of 20 December 2002, it requested the Commission to review the proposal for the introduction of the Senior Management Service, as described in paragraph 80 of the annual report of the Commission,[5] in view of its intention to consider the question at its fifty-eighth session;

2. *Also recalls* that the Commission requested the United Nations System Chief Executives Board for Coordination to keep it informed and to report appropriately about the related developmental work proceeding under the auspices of the Board;

3. *Further recalls* its decision 55/488 of 7 September 2001;

4. *Reaffirms* articles 9 and 10 of the statute of the Commission;

5. *Recognizes* that measures to improve management capacity and performance among senior staff are highly desirable;

6. *Affirms* that the Commission is the only body responsible for recommending to the General Assembly the establishment of a separate category of staff for the common system;

7. *Requests* the Commission to continue to monitor the project regarding the improvement of management capacity and performance among senior staff by the United Nations System Chief Executives Board for Coordination, and to advise and make recommendations to the General Assembly as appropriate;

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[5] *Official Records of the General Assembly, Fifty-seventh Session, Supplement No. 30* (A/57/30).

8. *Requests* the Secretary-General, in his capacity as Chairman of the United Nations System Chief Executives Board for Coordination, to redesignate the Senior Management Service to reflect its character as a set of collaborative efforts to enhance the managerial capacity and performance of senior staff by respective executive heads and to report to the General Assembly at its sixtieth session, clarifying the scope and content of such efforts, for consideration and action if it deems it necessary;

B. Gender balance in the United Nations system

1. *Notes with concern*, as pointed out by the Commission with regard to the organizations of the United Nations common system, that the rate of advancement of women had slowed over the years and that only limited progress had been made;

2. *Takes note* of the decision of the Commission in paragraph 297 of its annual report,[4] and requests it to provide information on the outcome of its consideration of the report on further progress in this field;

IV

Strengthening of the international civil service

Decides to revert to the consideration of the report of the Panel on the Strengthening of the International Civil Service and the recommendations therein[2] and the note by the Secretary-General on the findings and recommendations of the Panel[3] during the first part of its resumed fifty-ninth session.

76th plenary meeting
23 December 2004